

The Official Publication of UFCW Local 135 Jan - May 2021  
**WORKER**

A VOICE for WORKING FAMILIES



Inside this issue of  
**The WORKER**

- Year of the Contract • F4L Action • Vaccine Clinics • 2020 Financial Audit
- March and Ash & CVS 10919 Vote on First Contracts!

**NOTICE OF NOMINATIONS FOR OFFICERS OF UFCW LOCAL 135**

Nominations shall be conducted by nomination petitions. The deadline for nomination petitions is 12:00 p.m., July 6, 2021. Should an election be necessary, you will receive separate written notice and voting instructions.

FURTHER DETAILS ON PAGE 12.

# The Worker

*A Magazine for the  
Members and Retirees  
of UFCW Local 135*



## LOCAL 135 EXECUTIVE BOARD

- Todd Walters** - President
- Grant Tom** - Secretary-Treasurer
- Maribel Mckinze** - Recorder, Political Director & Organizing Director
- Lindsey Bensinger** - Vice President
- Leigh Delikat-Savedra** - Vice President
- Tamara Long** - Vice President
- Chris Lopez** - Vice President
- Esther Lopez** - Vice President
- Michael McGee** - Vice President
- Bethyl Mitchell** - Vice President
- Cristina Palmieri** - Vice President
- Kelly Tanaka** - Vice President

## LOCAL 135 REPRESENTATIVES/ORGANIZERS

- Tim Brugger**
- Ricardo Corona**
- Stacie Cordeiro**
- Joe Kabler**
- Chris Lopez**
- Andres Pinzon**
- Marcelo Ramirez**
- Oscar Sumabat**
- Jon Taatjes**

## UFCW LOCAL 135 STAFF

- Brent E. Beltrán** - Communications Director
- Lindsey Bensinger** - Membership Administrator
- Gabriela Cardoso** - Insurance Specialist
- Leslie Cervantes** - Insurance Specialist
- Veronica Chavez** - Grievance Dept Administrator
- Brian Kelly** - Comptroller
- Marie Incrocci** - Insurance & Pension Administrator
- Ehileen Lopez** - Insurance Specialist
- Sarah Maya-Goldbaum** - Insurance Specialist
- Cristi Montano** - Insurance Specialist
- Carl Rapp** - Membership Specialist
- Kat Rocha** - Membership Specialist
- Kelly Tanaka** - Grievance Director
- Elyse Taylor** - Membership Specialist
- Wong Yang** - Insurance Specialist

## THE WORKER STAFF

- Brent E. Beltrán** - Editor/writer/design
- Todd Walters** - Writer

Cover photo:

Workers from March and Ash City Heights with UFCW staff.

The Worker - January-May 2021

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## - UFCW LOCAL 135 MISSION -

*The mission of UFCW Local 135 is to improve the lives of working families and to bring justice to the workplace. The UFCW is one union with one voice. We are committed to changing the places where we work and the communities where we live so that all workers have the opportunity to reach the American Dream.*

*UFCW members are from many backgrounds and walks of life, but come together as the UFCW for the shared goal of achieving the American Dream. The UFCW is about workers helping workers improve their standard of living. When we unite for better wages, benefits, and working conditions, we help protect and improve the livelihoods of all workers.*

## MISSION VALLEY OFFICE

2001 Camino Del Rio South  
San Diego, CA. 92108  
Monday - Friday  
8am-12pm and 1pm-5pm

## NORTH COUNTY OFFICE

323A South Rancho Santa Fe Rd.  
San Marcos, CA. 92078  
Monday, Tuesday, Thursday & Friday  
8am-12pm and 1pm-5pm

**(619) 298-7772**

Membership – Extension 6  
Insurance & Pension – Extension 8  
Grievance & Contract – Extension 9

**WWW.UFCW135.COM**

**Social Media:  
Facebook, Instagram  
& Twitter: @ufcw135**

## CLOSED FOR UPCOMING HOLIDAYS

Independence Day: July 5  
Labor Day: September 6  
Veterans Day: November 11  
Thanksgiving: November 25 & 26

## WHAT WILL 2021 BE KNOWN FOR?

### *COVID, Vaccinations, Contract Negotiations or Organizing?*

**By Todd Walters**

We started this year hitting the highest numbers of COVID-19 infections during the pandemic. The second week of January was the worst week and we peaked, ultimately over 10% of our membership reported positive cases of COVID. Thankfully, the case rate is now very low!

As soon as we were notified that the vaccine was becoming available, we went to work and organized meetings between our Union Pharmacy operations and San Diego County. We created a prioritized network to allow Union members to get priority vaccinations. We had clinics in our Union worksites, Local 135 office, and community centers. Thousands of members received their vaccinations from our Union pharmacies and a special thanks to Chula Vista Fire Department for their help as well.

Now that COVID is making its re-



**Todd Walters waiting in line with members to get vaccinated.**

visit, we are facing one of the busiest years for major contract negotiations in our history. Food4Less, Kaiser Permanente, CVS Pharmacy and Rite Aid all have contracts expired or expiring. As well as some of our smaller units including Keil's, Central Meat, MedMen, and several dental locations.

Food4Less was on a year-long extension that expired in March, and we started negotiations with Kroger in January. Six months later we have a strike authorization and an opportunity to have one of the best contracts that those members have ever seen. While we are prepared to strike, I remain optimistic that when this issue of The Worker is delivered, Food4Less members will soon be ratifying a new contract!

Kaiser negotiations have begun, we completed National negotiations training and started Local bargaining sessions. These negotiations will be a team effort for not just Southern California but for all Kaiser UFCW Locals in the western United States.

CVS negotiations started in May, and this affects 59 locations in San Diego as well as the handful of non-Union locations. These negotiations could be very instrumental in helping us organize those remaining locations. CVS Spring Valley was organized and successfully voted themselves into our current contract and I am happy to report more are coming soon! Planning for our Rite Aid contract has begun



**UFCW Local 135 President Todd Walters**

and those negotiations will soon start.

Following up on our organizing victory with CVS we have successfully finished bargaining and ratified a contract with over 140 new members at March and Ash dispensary in City Heights, Vista and Imperial. This contract represents two years of work and one of the single largest cannabis units in Southern California. Welcome March and Ash new members. We have many other cannabis dispensaries in the process of being organized and hopefully these workers will be getting contracts soon.

I am proud of our organization and where we are today. Adversity has hit us hard, but we keep moving forward and continue to succeed.



**Todd getting his first vaccination shot by a Union pharmacist.**

# MARCH AND ASH WORKERS RATIFY FIRST CONTRACT

Cannabis workers at March and Ash locations in San Diego and Imperial Counties voted on May 12, 2021 to ratify their first ever union contract and the first cannabis industry union contract originating in San Diego and Imperial Counties. The locations include retail outlets in the City Heights community of San Diego, the City of Vista, and the City of Imperial. The City Heights and Imperial locations offer recreational cannabis products, while the Vista location is medicinal only.

Collective Bargaining came to a conclusion after two years of organizing and negotiating among UFCW Local 135 and the ownership group of March and Ash. Although the pandemic presented delays and hurdles, the parties late last year made the decision to continue to work in earnest through those delays and

hurdles to develop a framework that worked both for the local cannabis industry and its employees.

UFCW Local 135 appreciates the good faith negotiations and commitments made by March and Ash through the creation of this partnership and the Collective Bargaining Agreement created by the parties that benefits UFCW’s members and March and Ash’s workers. This honest and cooperative approach between labor and industry enhances the value to all parties, delivering an outcome with the best interests of the workers in mind.

We believe this contract sets the gold standard in the unionized cannabis industry and will be used as a model in future negotiations with companies whose workers make the choice to go union.

“This contract will create career jobs and promote an industry setting standard that is needed to ensure that cannabis workers are accepted and valued,” said UFCW Local 135 President Todd Walters. “This industry leading contract will create a new model for March and Ash employees, and other workers in the industry, by providing training, educational opportunities, childcare and more. We are proud of the work put in and are honored to have delivered a contract worthy of these cannabis workers.”

With three of March and Ash’s locations unionized, UFCW Local 135 now has three cannabis companies with a total of six locations under our jurisdiction. As the industry continues to grow, UFCW Local 135 will continue to talk with cannabis workers about their right to organize to better their living conditions and workplace.



# ESSENTIAL WORKERS TAKE ACTION AT F4L



After Food4Less gave their most recent lowball contract offer, UFCW's from throughout Southern California decided to take action by organizing protest rallies.

On May 6, Local 135 showed up to Food4Less on Palomar in Chula Vista alongside our members from F4L, our siblings in labor, elected officials, and community allies.

Dozens of people came out to protest with essential workers to demand a fair contract that shows their value as being essential.

We thank all that joined us on the picket line including our sisters and brothers from other San Diego unions like USWW-SEIU, LiUNA, AFT, IATSE, Unite Here, Teamsters, AFSCME, the San Diego & Imperial Counties Labor Council, the Building Trades and others.

Much appreciation to Executive Secretary-Treasurer Brigette Browning of the Labor Council, Chula Vista City Councilperson Steve Padilla and D1 County Supervisor Nora Vargas for sharing their words of encouragement and solidarity.

Special thanks to Joe Duffle, President of UFCW Local 1167, for making the trip from the Inland Empire, as well as the staff of UFCW Local 770 for coming from Los Angeles.

We appreciate the elected officials, and their representatives, that walked with us, including District 7 San Diego City Councilperson Raul Campillo, National City City Councilperson Jose Rodriguez, Imperial Beach City Councilperson Matthew Leyba-Rodriguez, San Ysidro School District President Antonio Martinez, Port Commissioner Sandy Naranjo, Carolina Goding on be-

half of 80th District Assemblywoman Lorena Gonzalez, and Joanna Santiago representing San Diego County D3 Supervisor Terra Lawson-Remer.

Props to our members from other Local 135 bargaining units that stood with their brothers and sisters at Food4Less today. We see and appreciate you.

Thanks to our retirees. They paved the way and continue to fight alongside their union.

And to our members at Food4Less — the essential workers that kept the community fed throughout the pandemic — this is your fight, this is your contract. The next three years of your working life is on the line. If you feel you deserve more than what they are offering, then the time to Fight4More is now!



# CVS PHARMACY 10919 CONTRACT RATIFIED!



## Spring Valley CVS Workers Vote on their First Union Contract!

UFCW Local 135 congratulates our newest members at CVS Pharmacy 10919 in Spring Valley on the ratification of their first ever union contract!

The new union members at this location reached out to us last year expressing their interest in going union after they felt management was being unfair. At the end of December, they overwhelmingly voted to join UFCW Local 135 and on April 28 they voted on their first contract.

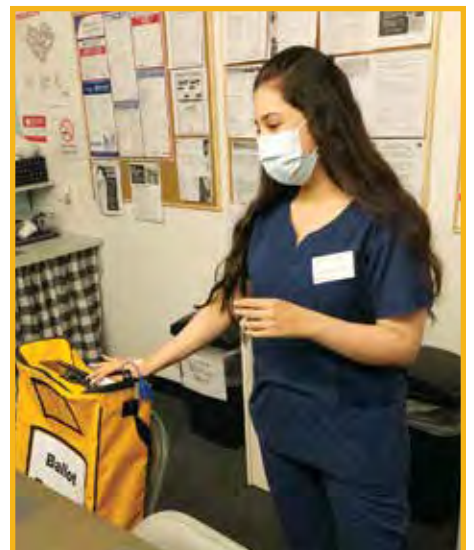
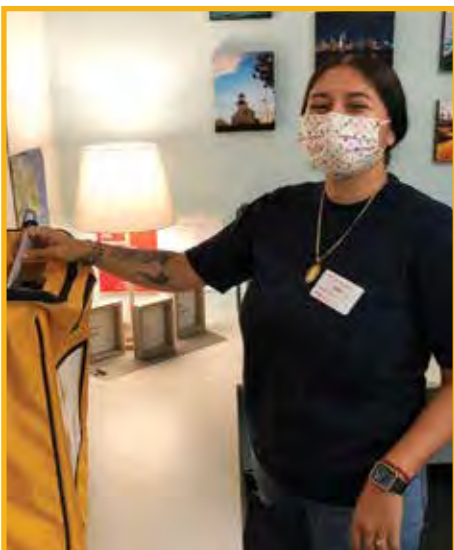
The contract these new members voted on is the one that is currently in effect for other Southern Cali-

fornia CVS pharmacies. This contract will expire at the end of June and bargaining for a new contract has begun. The workers at 10919 will get to vote on that new contract alongside all of our other CVS members.

“I’m very proud of our newly organized CVS Family that stayed united despite the anti-union campaigns the company practiced,” said Organizing Director Maribel Mckinze. “The success of this campaign has helped get the word out to other non-union locations and has driven interest in unionizing. As the saying goes: United we bargain. Divided we beg.”

With the Spring Valley location, UFCW Local 135 now has 59 CVS Pharmacy stores under our union jurisdiction. There are another two-dozen freestanding, non-union CVS locations throughout San Diego County. We look forward to continuing the conversation with the other non-union CVS Pharmacy workers to help them determine their future as working people.

Congratulations to all of the workers at CVS 10919 on taking matters into their own hands by going union and ratifying their first contract. UFCW Local 135 is honored that you have chosen to be a part of this mighty union.



# VACCINE CLINICS FOR UFCW MEMBERS

## Local 135 Members Receive the COVID-19 Vaccine through the Union

UFCW Local 135 President Todd Walters pushed the County of San Diego hard to allow our essential working members early access to the COVID-19 vaccine. In the beginning of March, when the County of San Diego began allowing food workers the option of taking it, we immediately started organizing

vaccination clinics to get our members vaccinated.

With the help of Albertsons/Vons, Kroger, City of Chula Vista, Chula Vista Firefighters, and other individuals and entities, UFCW Local 135 was able to set up vaccination clinics and appointments for thousands of our members.

or Albertsons near their home.

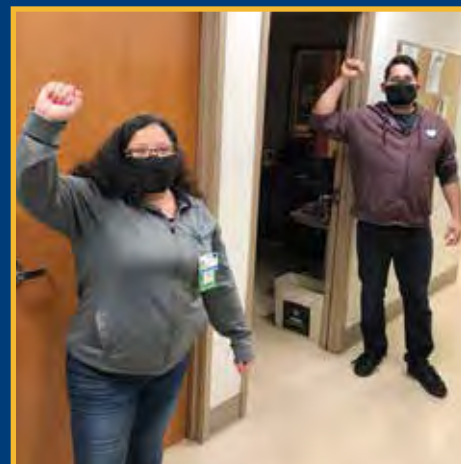
UFCW Local 135 is proud of the work that we have done to help vaccinate those of our members that wanted to get vaccinated. We appreciate those that signed up and expressed gratitude for providing this service.



UFCW helped organize clinics in San Diego, San Marcos, Spring Valley, Chula Vista and at our Mission Valley union hall. We also set up a vaccination waiting list, coordinated with Albertsons Pharmacy Operations. Members would fill out the waiting list online and every week UFCW would send that list to Albertsons Pharmacy Ops and they would call those on the list to schedule appointments at a Vons

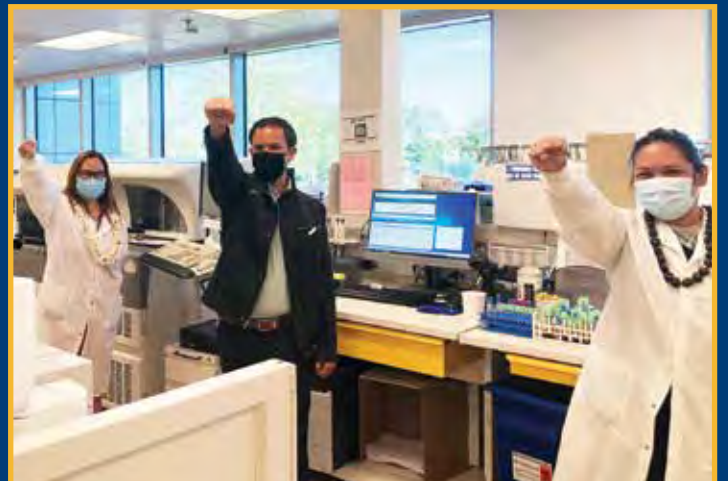


# KP WORKERS PROVIDE THE BEST CARE





# AND ARE UNITED FOR THE BEST JOBS



2020 FINANCIAL AUDIT



**INDEPENDENT AUDITORS' REPORT**

Executive Board  
United Food and Commercial Workers  
Union, Local No. 135  
2001 Camino del Rio South  
San Diego, California 92108

Members of the Board:

**Report on the Financial Statements**

We have audited the accompanying financial statements of United Food and Commercial Workers Union, Local No. 135 (the "Local Union"), which comprise the statements of assets, liabilities, and net assets - modified cash basis as of December 31, 2020 and 2019, and the related statements of revenue and expenses - modified cash basis, and the schedules in support of statements of revenue and expenses - modified cash basis for the years then ended, and the related notes to the financial statements.

**Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting described in Note 2-A; this includes determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

**Auditor's Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Los Angeles / San Francisco / Seattle / Las Vegas / Denver / San Valley, ID

Executive Board  
United Food and Commercial Workers  
Union, Local No. 135

**Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the assets, liabilities, and net assets of United Food and Commercial Workers Union, Local No. 135 as of December 31, 2020 and 2019, and its revenue and expenses for the years then ended, in accordance with the basis of accounting as described in Note 2-A.

**Basis of Accounting**

We draw attention to Note 2-A of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to that matter.

*Miller Kaplan Arase LLP*

MILLER KAPLAN ARASE LLP  
North Hollywood, California  
May 14, 2021

MILLER KAPLAN / Trusted Advisor Since 1891

# 2020 FINANCIAL AUDIT

**UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL NO. 135**  
STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS  
MODIFIED CASH BASIS

EXHIBIT A  
Page 1 of 2

	December 31, 2020		
	Total	General Fund	Political Fund
<b>ASSETS</b>			
<b>CASH AND CASH EQUIVALENTS</b>			
Petty Cash	\$ 1,150	\$ 1,150	\$ -
Checking Accounts	4,053,491	4,045,364	8,127
Certificates of Deposit	4,820,000	4,820,000	-
Savings and Money Market Accounts	5,214,752	5,214,752	-
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>14,089,393</b>	<b>14,081,266</b>	<b>8,127</b>
<b>INVESTMENTS AT MARKET VALUE</b>	<b>324,518</b>	<b>324,518</b>	<b>-</b>
<b>RECEIVABLES</b>	<b>147,747</b>	<b>147,747</b>	<b>-</b>
<b>PROPERTY AND EQUIPMENT</b>			
Land	11,203	11,203	-
Building and Improvements	932,780	932,780	-
Furniture, Fixtures, and Equipment	476,384	476,384	-
	1,420,367	1,420,367	-
Less: Accumulated Depreciation and Amortization	996,871	996,871	-
<b>NET BOOK VALUE</b>	<b>423,496</b>	<b>423,496</b>	<b>-</b>
<b>TOTAL ASSETS</b>	<b>\$ 14,985,154</b>	<b>\$ 14,977,027</b>	<b>\$ 8,127</b>
<b>LIABILITIES AND NET ASSETS</b>			
<b>LIABILITIES</b>			
Accounts Payable	\$ 10,282	\$ 10,282	\$ -
UFCW ABC Members Exchange	22,611	22,611	-
Payroll Withholdings Payable	12,193	12,193	-
<b>TOTAL LIABILITIES</b>	<b>45,086</b>	<b>45,086</b>	<b>-</b>
<b>NET ASSETS - WITHOUT RESTRICTIONS</b>			
Beginning of the Year	14,009,243	13,991,147	18,096
Net Increase (Decrease) for the Year	930,825	940,794	(9,989)
End of the Year	14,940,068	14,931,941	8,127
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 14,985,154</b>	<b>\$ 14,977,027</b>	<b>\$ 8,127</b>

**UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL NO. 135**  
STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS  
MODIFIED CASH BASIS

EXHIBIT A  
Page 2 of 2

	December 31, 2019		
	Total	General Fund	Political Fund
<b>ASSETS</b>			
<b>CASH AND CASH EQUIVALENTS</b>			
Petty Cash	\$ 950	\$ 950	\$ -
Checking Accounts	3,219,103	3,201,007	18,096
Certificates of Deposit	3,950,000	3,950,000	-
Savings and Money Market Accounts	6,079,356	6,079,356	-
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>13,249,409</b>	<b>13,231,313</b>	<b>18,096</b>
<b>INVESTMENTS AT MARKET VALUE</b>	<b>261,138</b>	<b>261,138</b>	<b>-</b>
<b>RECEIVABLES</b>	<b>80,128</b>	<b>80,128</b>	<b>-</b>
<b>PROPERTY AND EQUIPMENT</b>			
Land	11,203	11,203	-
Building and Improvements	932,780	932,780	-
Furniture, Fixtures, and Equipment	455,840	455,840	-
	1,399,823	1,399,823	-
Less: Accumulated Depreciation and Amortization	926,139	928,139	-
<b>NET BOOK VALUE</b>	<b>471,684</b>	<b>471,684</b>	<b>-</b>
<b>TOTAL ASSETS</b>	<b>\$ 14,062,359</b>	<b>\$ 14,044,263</b>	<b>\$ 18,096</b>
<b>LIABILITIES AND NET ASSETS</b>			
<b>LIABILITIES</b>			
Accounts Payable	\$ 31,613	\$ 31,613	\$ -
UFCW ABC Members Exchange	11,790	11,790	-
Payroll Withholdings Payable	9,713	9,713	-
<b>TOTAL LIABILITIES</b>	<b>53,116</b>	<b>53,116</b>	<b>-</b>
<b>NET ASSETS - WITHOUT RESTRICTIONS</b>			
Beginning of the Year	12,510,191	12,495,095	15,096
Net Increase for the Year	1,499,052	1,496,052	3,000
End of the Year	14,009,243	13,991,147	18,096
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 14,062,359</b>	<b>\$ 14,044,263</b>	<b>\$ 18,096</b>

**This is an excerpt from the recently completed financial audit. To get a copy of the full audit, please call UFCW Local 135 Comptroller Brian Kelly at (619) 298.7772 ext 112.**

**UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL NO. 135**  
STATEMENTS OF REVENUE AND EXPENSES  
MODIFIED CASH BASIS  
ALL FUNDS

EXHIBIT B

	January 1, 2020 to December 31, 2020	January 1, 2019 to December 31, 2019
<b>REVENUE</b>		
Membership Dues	\$ 6,964,644	\$ 6,987,006
Initiation and Reinstatement Fees	519,303	467,484
Interest and Dividend Income	15,651	101,067
Bank Earnings Credit	203,778	126,383
Unrealized Appreciation of Investments	54,840	62,561
(Loss) on Disposal of Property and Equipment	(2,226)	(3,738)
Trust Fund Administrative Fees	582,740	447,177
Industry Vacation Fund Reimbursements	-	9,400
Salary Reimbursements	9,746	5,343
Contribution Refunds	-	5,925
Prior Year Check Refunds	-	5,000
Amusement Park Tickets (Net of Purchases)	-	15,851
<b>TOTAL REVENUE</b>	<b>\$ 8,348,476</b>	<b>\$ 8,229,459</b>
<b>EXPENSES</b>		
Per Capita Taxes	2,752,167	2,755,863
Salaries	2,048,226	1,967,210
Salary Related Expenses	664,709	618,471
Professional Fees	227,001	203,497
Meetings, Conferences and Travel	75,947	173,216
Office and Administrative Expenses	445,326	533,846
Building Expenses	119,653	154,503
Newsletter - "The Worker"	26,231	31,370
Other Expenses	879,607	215,840
Amusement Park Tickets (Net of Receipts)	12,035	-
Political Contributions and Expenses	86,600	2,000
Depreciation	80,149	74,591
<b>TOTAL EXPENSES</b>	<b>7,417,651</b>	<b>6,730,407</b>
<b>NET INCREASE FOR THE YEAR</b>	<b>\$ 930,825</b>	<b>\$ 1,499,052</b>

# OFFICIAL NOTICE OF NOMINATIONS FOR OFFICERS OF UFCW LOCAL 135

## VERONICA CHAVEZ -- ELECTION CHAIRPERSON

The offices of President, Secretary-Treasurer, Recorder and Vice Presidents 1 through 9, inclusive, are open for nomination for election to three-year terms of office. Veronica Chavez has been appointed as Election Chairperson. Her contact information appears at the end of this notice.

### NOMINATIONS WILL BE CONDUCTED BY NOMINATION PETITIONS ONLY

Petition must have the original signatures of 2 percent of the average monthly active membership of the Local Union, based on the number of active members on which the Local Union pays per capita to the International Union for the twelve-month period ending with the next to last month prior to the month in which the notice of nominations is mailed to the membership. Therefore, 257 active members are needed in order to nominate candidates.

This shall serve as official notice that original nomination petitions for any of the above offices must be received in person, by U.S. Mail or other carrier no later than on Noon on July 6, 2021, to the attention of Veronica Chavez, Election Chairperson, 2001 Camino Del Rio South, San Diego, California 92108.

No other form of delivery, such as e-mail, facsimile or other electronic transmission will be accepted. Original signatures must be on the petitions. Copied signatures will not be counted.

Petitions can only be obtained from the Election Chairperson at the Mission Valley Office, 2001 Camino Del Rio South, San Diego, California 92108. Please note, the petitions must meet all of the following requirements:

1. Each petition must contain the name or names of the active member or members being nominated, the specific office or offices for which that member or members are being nominated, and valid, verifiable original signatures.
2. Any petition may nominate more than one member for office, provided that each member is being nominated for a different office, and that the office for which each member is being nominated is specifically indicated, including the numerically designated vice president office.
3. The nominating petition must contain information sufficient to permit the Election Chairperson to verify the identity and good standing of the signatories. For that purpose, in addition to his or her signature, each member must print his or her full name, employer, and the last four digits of their social security number. This information will assist in verification.
4. The top of each page of the petition will be numbered and must indicate the member(s) who is/are being nominated and the specific office for which he/she is being nominated.
5. In order to be eligible to be nominated, a candidate or candidates on a petition must have a total of 257 original signatures.
6. Candidates must submit acceptance or declination of candidacy and slate declaration, if appropriate, no later than July 6, 2021.

### UFCW LOCAL 135 BYLAWS ARTICLE XII SECTION D

No person shall be eligible for nomination or election to any office unless such person is:

1. An active member in the Local Union, who has been an active member in the Local Union, or who had been a member of another organization merged with the Local Union, for a continuous aggregate of at least 12 months immediately preceding the month in which the deadline for the receipt of nomination petitions occurs; or
2. An active member in the Local Union who has been an active member in the International Union continuously for at least 24 months immediately preceding the month in which the deadline for the receipt of nomination petitions occurs.

Any member satisfying the eligibility requirements of this section must maintain continuous active membership in the Local Union to remain eligible to run for or hold elected office.

**RELEVANT PROVISIONS GOVERNING NOMINATIONS AND ELECTIONS ARE SET FORTH IN THE FOLLOWING ARTICLES IN THE UFCW CONSTITUTION AND LOCAL 135 BYLAWS AND CONTAINED HEREIN:**

UFCW Constitution:  
Article 35 (A) and (C) 13. a), b) and c)

Local 135 Bylaws:  
Article XII

**If you have any questions, please contact  
Election Chairperson Veronica Chavez  
at [elections@ufcw135.com](mailto:elections@ufcw135.com)**

*All communications concerning the election must be sent to the above special elections e-mail address, not any other e-mail address. No phone calls will be accepted.*

*Education is the most powerful weapon which you can use to change the world. —Nelson Mandela*



**UFCW CHARITY FOUNDATION**

**2021**

**SCHOLARSHIP PROGRAM**

In 2021 the UFCW Charity Foundation will award several **SCHOLARSHIPS**, up to \$8,000 each, to UFCW members or their unmarried dependents under the age of 20.

For more information, and to find out if you are eligible, please visit:  
[ufcwcharityfoundation.org/scholarship](https://ufcwcharityfoundation.org/scholarship)

The scholarship application will be available online  
from **May 3 – July 24, 2021**.



If you are unable to apply online, you may request an application by mail at UFCW Charity Foundation, Attn: Scholarship Program, 1775 K Street, NW, Washington, DC 20006 or by e-mail at [cfscholarship@ufcw.org](mailto:cfscholarship@ufcw.org). If you need the scholarship rules or an application in another language, please contact us at 1-800-551-4010 and we will obtain assistance for you. UFCW employed officers, staff, and their immediate families are not eligible.

## - UFCW LOCAL 135 FIGHTS FOR THE MEMBERSHIP! -

**19 MEMBERS** of Local 135 were **RETURNED TO WORK** so far in 2021!  
**\$53,481.88** in **BACK PAY AWARDED** to **MEMBERS** so far in 2021!

# UNION WORKERS HAVE RIGHTS! WEINGARTEN RIGHTS



*Weingarten Rights are federal rights for union workers.  
Protect yourself! Call for your union representative!*

## Read to Your Supervisor or Just Ask for Your Union Rep

If this discussion, meeting or telephone call could in any way be related to my being disciplined or terminated or affect any of my working conditions, I exercise my federal rights and hereby request that my union representative be present. Without their presence, I choose not to participate in this discussion or meeting. Please do not request that I waive this right.

## UFCW LOCAL 135 REPRESENTATIVES ARE HERE TO HELP YOU!

### WHAT IS THE GRIEVANCE PROCEDURE?

- 1) If you think your rights under the contract have been violated, the first step is to discuss the matter with your union representative and file a grievance if necessary.
- 2) Your union representative will mediate and investigate on your behalf to help remedy your situation.
- 3) After a resolution has been reached all parties move forward to work together in enforcing the conduct and provisions of the contract.

## YOU HAVE THE RIGHT TO BE SAFE IN THE WORKPLACE!

If you have questions about your contract or have issues at your worksite, call your Union Rep or the Representation & Contract Enforcement Department at:

**(619) 298-7772 Ext. 9**

Grievances **MUST** be filed in person at either union office. Please do **NOT** email or contact the union on social media for grievances or member issues.

It is each member's responsibility to review and understand your company's employment policies.  
**PLEASE READ YOUR EMPLOYEE HANDBOOK.**

## MEMBERSHIP DEPARTMENT

UFCW Local 135's Membership Department focuses on day-to-day union operations for our members. Contact them for joining the union, withdrawal cards, promotions, address changes, transfers, and discount tickets.

~ Membership Department (619) 298-7772, Ext. 6 ~

### MEMBERSHIP MEETINGS

July 20 / October 19  
6pm

### NEW MEMBER MEETINGS

August 4 / November 3  
9am or 6pm

**\$50 rebate off initiation fee to new member meeting attendees.**

Meetings last about an hour and will take place online with Zoom until further notice.

For Zoom links, email [info@ufcw135.com](mailto:info@ufcw135.com)

### DISCOUNTED THEME PARK AND MOVIE TICKETS

*As a courtesy to members, Local 135 provides discount tickets to theme parks, including:*

**SAN DIEGO ZOO, SAFARI PARK, SEA WORLD, AQUATICA WATER PARK, AND MAGIC MOUNTAIN**

We will provide other discount options as more venues open up. Call the Membership Department for details and costs.

### DO YOU KNOW ANY RECENT HIRES AT YOUR COMPANY THAT HAVE NOT JOINED UFCW LOCAL 135 YET?

*If so, let them know that if they've been hired within the last 30 days they can easily join via text link. By joining through a text link, they avoid coming into the office and there's no money down on their initiation fee. They can check to see if they qualify to receive a personal text-to-join link by calling UFCW Local 135's Membership Department.*

### Keep Your Info Current

- Have you changed your last name or phone number recently?
- Do you have a new address?
- Are you going on leave or moving out of the state?

Call the Membership Dept. to make any changes to your contact info or employment status.

Have you recently gotten married, divorced or had kids?

If so, you may want to change your **DEATH BENEFIT BENEFICIARY DESIGNATION.**

Call (619) 298-7772, Ext. 8 to find out who your beneficiary is. To make changes, a form can be mailed to your address or you can download it at [scufcwfunds.com](http://scufcwfunds.com). Just go to Health Care, click on Forms and Documents, and then click Death Benefits.

## INSURANCE & PENSION DEPARTMENT

As a member of UFCW Local 135, you may be eligible for benefits provided through the UFCW Trust Funds. There are different eligibility requirements depending on which benefit program you fall under. Your eligible dependents may also be covered as they meet the Fund requirements for eligibility. The Trust Funds provide health & welfare benefits including medical, prescription drug, dental, vision, chiropractic, mental health, pension, death benefits & COBRA continuation of benefits.

If you have questions regarding your insurance benefits or pension, call UFCW Local 135's **Insurance & Pension Department at: (619) 298-7772 Ext. 8**

**Southern California UFCW Unions and Food Employers Joint Benefit Fund (Food Trust)**

(877) 284-2320 [www.scufcwfunds.com](http://www.scufcwfunds.com)

**Southern California UFCW Unions and Drug & General Sales Employers (Drug & General Sales Trust)**

(877) 999-8329 [www.ufcwdrugtrust.org](http://www.ufcwdrugtrust.org)

POSTMASTER, send address changes to:  
UFCW Local 135 - The Worker  
2001 Camino Del Rio South  
San Diego, CA 92108-3603

**UFCW LOCAL 135** has a membership of around **13,000 WORKERS** and nearly **7,000 RETIREES** throughout **SAN DIEGO** and **IMPERIAL COUNTIES**.

**52% OF OUR MEMBERS ARE WOMEN AND 48% ARE MEN**

UFCW LOCAL 135 is part of America's **LARGEST FOOD AND RETAIL UNION**, **UNITED FOOD AND COMMERCIAL WORKERS** which represents over **1.3 MILLION WORKERS** across the U.S.



**UFCW LOCAL 135** members consist of workers in various fields, including **GROCERY & RETAIL, HEALTH, PHARMACY & DENTAL, MEAT & SUGAR PROCESSING, CASINO, and CANNABIS.**

### **UFCW LOCAL 135's REPRESENTED COMPANIES**



**UFCW LOCAL 135 is a PROUD MEMBER of the SAN DIEGO & IMPERIAL COUNTIES LABOR COUNCIL and the CALIFORNIA LABOR FEDERATION**

